

The background features a large, stylized 'HR' in black and red. The 'H' is composed of two red vertical bars and a horizontal bar. The 'R' is a solid black shape. The background is a light teal color. On the left, there is a dark blue horizontal bar containing the HRPA logo and the full name of the association.

**HR
PA**

**Human
Resources
Professionals
Association**

**HRPA's New Practice Guideline:
Addressing Racism and Racial
Discrimination in the
Workplace**

October 17, 2022

Housekeeping

- This webinar is eligible for 1 CPD hour. You will receive the CPD code as part of the post-webinar survey.
- This webinar will be recorded, and the recording, slides and Q&A will be posted on our website under Professional Development – eLearning & On Demand—on-demand webinars—Office of the Registrar.
- Time has been set aside for Q&A at the end, but please feel free to add your questions to the chat box at any time during the presentation.

Introductions



Laura Williams
Managing Partner,
Williams HR Law LLP



Emily Sully
Policy Analyst,
HPRA



HRPA Practice Guideline:
Addressing Racism and Racial Discrimination
in the Workplace

HRPA's New Practice Guideline

- Topic identified as one of the highest-ranking risks of harm stemming from the practice of HR
- Meant to help you understand the different types of racism and racial discrimination, be aware of how racism manifests in the workplace, and establish workplace policies and practices to prevent/address racism and racial discrimination
- Helps supplement the **Code of Ethics and Rules of Professional Conduct**

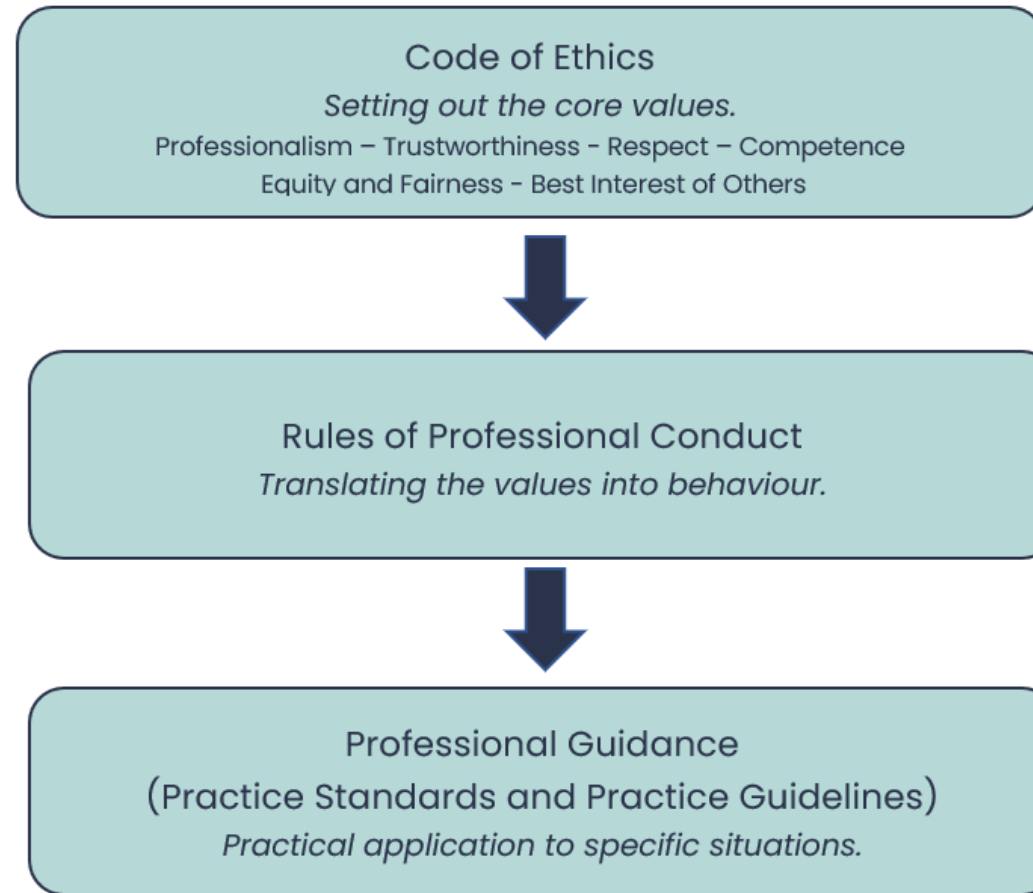
Recap on Practice Guidelines

Practice Guidelines provide guidance on how a Practice Standard and/or the Code/Rules should be interpreted and aspects to consider as it relates to a specific HR topic.

They also:

- Show the public what they should expect from registered HR professionals
- Play a key role in HRPA's mandate of public protection
- Are not a substitute for professional judgment, but provide guidance on how to act in particular circumstances – keeping in mind that not all provisions will apply to everyone

Guidance Hierarchy



How the guideline was developed

Extensive research from a wide variety of sources

In consultation/collaboration with subject-matter experts, including legal counsel, three diversity, equity and inclusion experts (Laura Williams, Shaheen Azmi, and Nada Johnson), HRPA's Professional Standards Committee (PSC), and HR professionals

Thorough approvals process:

PSC → Governance & Nominating Committee → Board of Directors

Risks of Harm to the Public

Racism causes severe harm to the public, including but not limited to:

- Racial trauma which includes loss of physical, emotional, and psychological wellbeing such as depression and/or loss of dignity and self esteem
- Individual, institutional/systemic, and societal inequities and discrimination including related to health, employment, education, policing and the justice system
- Discrimination and unfairness in employment practices including hiring, promotion, work allocation, and discipline
- Racial harassment, and
- Violence.

Some Stats

The Canadian Human Rights Commission Reports (2020):

- **Employers are around 40% more likely to select job applicants to interview if they have an English-sounding name** even if there is identical education, skills and experience
- Compared to other Canadians, **racialized Canadians earn an average of 81 cents to the dollar**

Further Canadian studies reveal:

- **~96% of Black Canadians find racism as a concern at work**, and **78%** state workplace racism they've noticed **is severe** (York University study, 2021)
- The majority of companies on the Toronto Stock Exchange that report workplace racial data state that there are **zero Indigenous and/or racialized people in leadership levels** (Zero Report, 2021)

Breakdown of Guideline Sections

Overview of Racism and Racial Discrimination

Being aware of ways that racism and discrimination manifests in the workplace

Addressing racism at the individual (micro) level

Addressing racism at the organizational level

Scenarios

Additional Resources

Evaluation Measures + Appendix

How can I use the Guideline in practice?

- Regularly review the Guideline, including but not limited to when:
 - dealing with incidents of racism and/or racial discrimination in the workplace,
 - planning policies and practices to help prevent/address racism and racial discrimination at the workplace, and
 - you need a reminder of appropriate practices to help prevent and address racism and racial discrimination—whether this be at the individual or the organizational level
- While the Guideline cannot address every situation, it can be used to supplement professional judgment
- The Guideline is public and can also be shared with your colleagues



Key Takeaways from the Guideline: Awareness

- Racism manifests in the workplace in all stages and phases of the employment life cycle (e.g. recruitment, hiring, on-boarding, promotions, performance management, discipline, everyday conversations)
- Consider how advantage and disadvantages occur in your workplace, even in subtle ways
- Understanding important concepts/feeders to racism and racial discrimination in the workplace is important (e.g. intersectionality, stereotyping, white privilege, unconscious biases, tokenism, etc.)

Key Takeaways from the Guideline: Addressing racism at the micro level

Show respect and fairness
towards others at work

Self-educate on racism
and racial discrimination
and implement learnings

Challenge and speak out
against any incidents of
racism or racial
discrimination you're
aware of, and report
incidents

Challenge yourself and
learn about your own
unconscious biases

Be open to talking about
race, racism and racial
discrimination

Admit to your own
mistakes or failures and
show accountability

Diversify your network

Speak up for
underrepresented groups

Key Takeaways: Developing anti-racist workplace policies and practices

- Organizations should implement and follow a **zero-tolerance workplace** policy prohibiting racism or racial discrimination and ensure it is consistently followed.
- Employees should be trained and educated regularly on the policy and expectations in the workplace.
- HR professionals should demonstrate inclusivity, equity and anti-racist behaviours at all times, no matter what their leadership position is.

What should be included in policies?

- Clear ramifications for breaches
- How to report and what will be done with reports
- Employer obligations and employee rights
- Workplace goals with measurable objectives
- Clear responsibilities for all employees
- How employees should consider and address micro biases of their own
- Key definitions, concepts and feeders of racism – and the impacts of such
- How recruitment, hiring, retention and promotional opportunities will be managed to avoid systemic racism
- How regular, anonymous feedback will be sought

Addressing Resistance

Common Resistance #1:

Merit

“Everyone can and should progress based on merit and hard work”

Common Resistance #2:

Colour blindness

“I don’t see colour”

Common Resistance #3:

Objectivity

“We should be focusing on all groups”

Common Resistance #4:

Reverse Racism

*“Addressing unfair treatment of others
feels like discrimination against me”*

Reflection



**How does resistance
create barriers to
advancing EDI
objectives within the
workplace?**

What if I Need Additional Help?

- We have a dedicated email address for any questions about guidance issued: guidance@hrpa.ca.
- You can also email us with any feedback you may have on the Standard.
- If you prefer reaching out to us by phone, you can schedule a phone call appointment online, or call us at: 1-800-387-1311 or 416-923-2324.

A Note About Other Guidance + Webinars

Already Published (visit hrpa.ca/guidance):

- ✓HRPA's modernized Code of Ethics and Rules of Professional Conduct
- ✓HRPA's Practice Standard on Conducting Workplace Investigations
- ✓Practice Guideline on Addressing Racism and Racial Discrimination

Coming Soon:

- Practice Guideline on Social Media Use
- Practice Guideline on Terminations
- Practice Guideline on Fostering Mental Health in the Workplace

Questions



You can also submit questions
after this webinar by emailing
guidance@hrpa.ca



Human
Resources
Professionals
Association



Thank You!